

District Fire Chief

Experience, Certifications, Training, and Education (ECT&E) Scoring Guide

This guide will serve as a reference for you to understand the point allocation for answers to each question on the ECT&E component of a Fire Promotional Examination.

HRD reserves the right to change the point allocation or ECT&E categories for any future examination. All questions were scored based upon experience, certifications, training, and education as of the original scheduled date of the examination.

Category and Maximum Allowable Points

The following chart displays the ECT&E categories and the maximum points available for each category. The available points for each category are capped at that amount. As you review the point allocation for answers to each question, you may notice that the sum of the points you can earn for a category may exceed the maximum points available for that category. Please note that you may not be given more than the maximum available points for a category, even if your total points exceed that capped amount.

Category	Section	Maximum Points Available
Job Experience	Time In Department	52
	Time Outside Department	
	Outside Supervisory Time	
Certifications and Trainings	Certifications	25
	Trainings	
	Trade Licenses	
Education	Academic Schooling	23

As you review the points allocated to each potential response, you will see that they are not distributed equally across the years of experience. This is because similar to the previous ECT&E, the new ECT&E gives a greater weight to more recent experience. Experience or education that is more relevant or important to the position is given a higher point value. Point values for experience are displayed to 2 decimal places.

Questions and Allocated Points

Q1: Asked candidate to select their department.

Q2: Asked candidate if they wish to claim 25 years of Service Promotional Preference Points.

Q3: Asked whether the candidate understood the instructions for the Experience portion of the claim.

Q4-Q10: Job Experience

Q4: Indicate how many year(s) of permanent Firefighter experience you have in your current department as of the date of the written exam. Do not include time served after your first rank promotion.

No Experience	0.0000
1 full year	1.4280
2 full years	2.7864
3 full years	4.0768
4 full years	5.3011
5 full years	6.4610
6 full years	7.5582
7 full years	8.5945
8 full years	9.5715
9 full years	10.4911
10 full years	11.3550
11 full years	12.1649
12 full years	12.9226
13 full years	13.6298
14 full years	14.2882
15 full years	14.8997
16 full years	15.4658
17 full years	15.9885
18 full years	16.4693
19 full years	16.9101
20 full years	17.3126
21 full years	17.6785
22 full years	18.0096
23 full years	18.3076
24 full years	18.5743
25 full years	18.8114
26 full years	19.0206
27 full years	19.2037
28 full years	19.3625
29 full years	19.4986
30 full years	19.6138
31 full years	19.7098
32 full years	19.7885
33 full years	19.8514
34 full years	19.9005
35 full years	19.9373
36 full years	19.9637
37 full years	19.9814
38 full years	19.9922
39 full years	19.9977
40 full years	19.9997

Q5: Indicate how many year(s) of permanent Fire Lieutenant experience you have in your current department as of the date of the written exam.

No Experience	0.000
1 full year	3.4041
2 full years	6.4842
3 full years	9.2566
4 full years	11.7374
5 full years	13.9429
6 full years	15.8892
7 full years	17.5926
8 full years	19.0692
9 full years	20.3353
10 full years	21.4070
11 full years	22.3005
12 full years	23.0321
13 full years	23.6179
14 full years	24.0741
15 full years	24.4169
16 full years	24.6626
17 full years	24.8272
18 full years	24.9271
19 full years	24.9784
20 full years	24.9973

Q6: Indicate how many year(s) of permanent Fire Captain experience you have in your current department as of the date of the written exam.

No Experience	0.00
1 full year	4.4041
2 full years	7.4842
3 full years	10.2566
4 full years	12.7374
5 full years	14.9429
6 full years	16.8892
7 full years	18.5926
8 full years	20.0692
9 full years	21.3353
10 full years	22.4070
11 full years	23.3005
12 full years	24.0321
13 full years	24.6179
14 full years	25.0741
15 full years	25.4169
16 full years	25.6626
17 full years	25.8272

18 full years	25.9271
19 full years	25.9784
20 full years	25.9973

Q7: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification District Fire Chief in your current department.

No acting/provisional	0.0000
1 month up to 2 months	1.3862
3 months up to 4 months	2.7724
5 months up to 6 months	5.8525
7 months up to 8 months	6.8792
9 months up to 10 months	7.9058
11 months up to 12 months	8.9326
13 months up to 18 months	10.3188
19 months up to 24 months	11.7050
25 months up to 30 months	12.9454
31 months up to 36 months	14.1858
37 months up to 42 months	15.2886
43 months up to 48 months	16.3913
49 months up to 54 months	17.3645
55 months up to 60 months	18.3377
61 months or more	19.1893

Q8: Indicate how many year(s) of experience you have as a Firefighter in a department other than your current department.

No Experience	0.0000
1 full year	1.9895
2 full years	3.6183
3 full years	4.9226
4 full years	5.9384
5 full years	6.7017
6 full years	7.2487
7 full years	7.6153
8 full years	7.8377
9 full years	7.9519
10 full years	7.9940

Q9: Indicate how many year(s) of experience you have in a supervisory rank in a department other than your current department.

No Experience	0.0000
1 year	2.4869
2 years	4.5229

3 years	6.1533
4 years	7.4230
5 years	8.3772
6 years	9.0609
7 years	9.5192
8 years	9.7971
9 years	9.9399
10 years	9.9925

Q10: Indicate how many year(s) of supervisory experience you have outside of the fire service. This includes military, maritime service and private companies.

No Experience	0.0000
1 full year	0.4000
2 full years	0.8000
3 full years	1.0000
4 full years	1.2000
5 full years	1.4000
6 full years	1.5000
7 full years	1.6000
8 full years	1.7000
9 full years	1.8000
10 full years	1.9000
11 full years	2.0000
12 full years	2.1000
13 full years	2.2000
14 full years	2.3000
15 full years	2.3000
16 full years	2.4000
17 full years	2.4000
18 full years	2.5000
19 full years	2.5000
20 full years	2.6000
21 full years	2.6000
22 full years	2.6000
23 full years	2.7000
24 full years	2.7000
25 full years	2.7000
26 full years	2.7000
27 full years	2.8000
28 full years	2.8000
29 full years	2.8000
30 full years	2.8000

Q11: Education

Q11: As of the written exam date, if you have a related and/or unrelated conferred degree(s) from a regionally accredited higher education institutions in the United States; or institutions outside the United States granting degrees or degree program credits that are recognized by one of the United States regional accrediting agencies or that are transferable to a regionally accredited higher education institution in the United States, choose the highest-ranked degree you have obtained*.

*Note: the degrees below are listed in order of highest-ranked (Related Master's or higher Degree) to lowest-ranked (Unrelated Associate's Degree).

Related Master's or higher Degree	23
Related Bachelor's Degree	20
Related Associate's Degree	17
Unrelated Master's Degree	14
Unrelated Bachelor's Degree	11
Unrelated Associate's Degree	8
No degree	0

Q12-Q14 Certifications and Trainings

Q12: Indicate if you hold a current EMT Basic, Advanced or Paramedic license as certified by the Massachusetts Department of Public Health (MDPH) or National Registry of Emergency Medical Technicians (NREMT) as of the written exam date.

No license	0
Active EMT Basic/Advanced	2
Active Paramedic license	2

Q13: As of the written exam date, select all of the certifications that you have successfully obtained.

No trainings completed	0
1 training completed	2.5
2 trainings completed	5
3 trainings completed	7.5
4 trainings completed	10
5 trainings completed	12.5
6 trainings completed	15
7 trainings completed	17.5
8 or more trainings completed	20

Q14: As of the written exam date, select all trade licenses you have obtained. Only one trade will be accepted in each of the relevant categories.

1 trade license	1
2 trade licenses	2
3 trade licenses	3

Scoring methodology:

You will receive an ECT&E score notice that will indicate the maximum points you earned in each category. In addition, the score notice will list any categories that you claimed but were not credited due to a lack of supporting documentation or errors in calculation. The final ECT&E score that will appear on your score notice will be derived through a standardization and weighting process. In addition, the ECT&E exam component as a whole is weighted relative to the Technical Knowledge Test and Situational Judgement Test exam components. You cannot add up the points based on the information in this guide to obtain the score that will represent 20% of your total overall score on the 2024 District Fire Chief Promotional Exam.

A candidate who failed to submit an ECT&E application by seven days after their exam date, they will receive a score of "INCOMPLETE". A candidate who failed to submit any supporting documentation to their ECT&E application will receive a score of "INCOMPLETE".